

## NewYork-Presbyterian's Comprehensive Family Leave Policy



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NewYork-Presbyterian Hospital has announced a new policy on paid parental leave that is the most comprehensive of its kind among New York City hospitals and healthcare systems. The hospital said employees who are new parents will be entitled to two to six weeks of paid time off, extended leave for six months and continuation of benefits, in addition to flex time currently available for new parents.

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"Our employees are the lifeblood of our organisation," said Dr. Steven J. Corwin, president and CEO of NewYork-Presbyterian Hospital. "This new policy represents an investment in them and their families, but more than that, it's simply the right thing to do."

Covered by the new policy are male and female employees welcoming a child through birth, adoption and surrogacy. For primary caregivers, six weeks of paid leave will be given while secondary caregivers will get two weeks of paid leave. In addition, birthing mothers will be eligible to receive paid, medically necessary leave related to the birth of their child, which is generally up to an additional six to eight weeks.

What's more, new and working parents can enjoy other benefits provided through various support programmes especially designed for them:

- Extended leave, allowing new parents to take up to six months off with the ability to return to their job.
- Continuing medical benefit coverage for new parents at no cost to employees during any unpaid period of leave.
- Back-up child and elder care for hospital employees, providing employees with up to 15 days per year of quality in-home or centre-based care.

Initially, the new policy will apply to employees at the six-campus academic medical centre, NewYork-Presbyterian Hospital who have welcomed new children on or after 1 April 2017. The benefit will then be extended to employees at NewYork-Presbyterian's Regional Hospitals over the next year.

By offering a comprehensive and competitive benefits package for its employees, NewYork-Presbyterian is "setting a new standard for healthcare employers in New York City," said Shaun Smith, the hospital's senior vice president and chief human resources officer.

Source: [NewYork-Presbyterian Hospital](#)

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Published on : Mon, 8 May 2017